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29 JAN 1974

MEMORANDUM FOR: Deputy Director for Management and Services

SUBJECT : Personnel Practices Survey "Show and Tell"

REFERENCE : Memo fr Mr. Fisher to W. E. Colby dtd 21 Feb 1973, subj:
Policies and Procedures in Separate Components Applicable
Elsewhere

1. In attached Reference we suggested that the Office of Personnel serve as the logical "clearing house" for identification, review and sharing of personnel information related to successful approaches developed within the components and Career Services as well as the focal point for assistance to operating managers in carrying out their personnel management responsibilities. The Director agreed and asked that we hold a yearly "show and tell" to publicize the information and generate some action.

2. We have pursued the Personnel Practices Survey by initiating a pilot program involving five components. We have conducted interviews with representatives of these components covering a wide range of personnel issues. We have compiled our initial findings and are in the process of analyzing them. In one of the OP objectives, we have established milestones for completion of the Survey by Plans Staff/OP, in conjunction with its other work, by the end of February 1975.

3. In order to fully meet the Director's objective of publicizing Survey findings, it is necessary to finish the Survey before presenting a fully comprehensive demonstration of its results. Taking this action does not preclude, however, the early presentation within the next few months of preliminary Survey results, especially those relating to certain facets of Agency programs that have been recently instituted but not yet fully implemented, e.g., PDP, APP and PASG recommendations.

4. We suggest that a one-day interim "show and tell" be held on the subjects of Training Models and Directorate-wide career counseling. As you are aware, the former is a part of PDP, and the latter is a new requirement, originating from approval of the PASG Report. To insure a productive show and tell, we recommend that the component heads be asked to send a personnel representative.

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5. Attached is a tentative format. We have not had time to discuss it with affected components or to make arrangements, including speakers.

6. If this approach is satisfactory, we will try to arrange the "show and tell" in the suggested format, for presentation by the end of March 1974.



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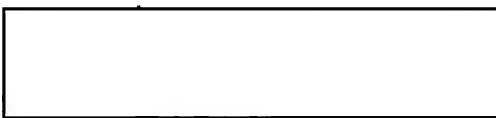
Acting Director of Personnel

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Atts

As Stated

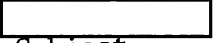
APPROVED:



DD/M&S

5 Feb 1974
Date

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